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Return to Work Update

University of Northern Iowa

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University of Northern Iowa

Return to Work Update

Dear Faculty and Staff,

Earlier today, the Iowa Board of Regents released a [statement](#) ending the COVID-19 State of Emergency requirements that went into effect at the onset of the pandemic.

In accordance with these new guidelines, university faculty and staff will be expected to return to campus for in-person work effective **Thursday, July 1**. Please be aware this is approximately three weeks earlier than UNI's previously announced date of Monday, July 19.

The Board of Regents guidelines allow for employees to request to work in remote or hybrid arrangements "when there is a legitimate business rationale that serves the best interests of the institution (including, pilot projects in targeted areas), or as may otherwise be permitted or required by law or established institutional policy." The Remote Work Task Force continues to work expeditiously to provide recommendations to administration by early summer about potential remote work scenarios and solutions for staff.

We understand there may be circumstances in which employees might need to continue to work remotely beyond the July 1 date. We encourage you to work with your supervisor to discuss available options. If supervisors have questions about specific needs of employees, they should contact the Office of Human Resource Services.

COVID-19 Testing

Testing will continue to be offered through the Student Health Center and in numerous locations throughout the Cedar Valley. Please see today's earlier email from President Nook about upcoming vaccination clinics, or contact the Student Health Center at 319-273-2100 to schedule an appointment.

Summer Protocols

More information on the COVID-19 safety measures in place this summer are available at [Forward Together](#).

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FAQs

I have concerns about returning on July 1. Whom should I contact?

Please contact your supervisor to discuss your concerns.

How can I manage any anxiety, grief, or uncertainty experienced for COVID-19 related concerns?

Employees may use their employee assistance program (EAP) benefits to help manage any anxiety or any uncertainty they are experiencing related to Coronavirus (COVID-19). To access EAP call 800-327-4692.

I am vaccinated and would like to continue wearing a mask. Is that OK?

Yes, individuals who are fully vaccinated can continue to wear face coverings on campus.

What should I do if I see someone I believe has not been vaccinated not wearing a mask?

As we make this transition, please continue to treat others with respect and grace. Please refrain from asking other members of our campus community about their vaccination status or requesting that individuals share their personal or private information.

As a supervisor, can I ask employees whether they are vaccinated?

No, supervisors should not ask employees if they are vaccinated or if they plan to be vaccinated as it may lead to disclosure of disability and/or protected medical information.

Do I need to be vaccinated to return to work?

No, however we highly encourage vaccinations for the health of each individual, as well as the collective Panther community.

If you have a question, please visit forwardtogether.uni.edu or email it to forwardtogether@uni.edu.

Stay Well,

University of Northern Iowa

John Vallentine,
Associate Provost for Faculty

Joseph Rayzor,
Director of Risk Management, Environmental Health and Safety